

7.2 SERVENEBRASKA TRAINING PLAN

Each year, ServeNebraska implements a Training Plan to address the diverse training needs of AmeriCorps program members and staff and others committed to strengthening the quality of life in Nebraska. Training sessions address an ever-changing and wide range of needs reflected in member and staff assessments, prevailing trends, individual requests, ServeNebraska priority areas and other sources.

ServeNebraska is dedicated to supporting the professional and programmatic development of Nebraska's national and community service personnel and their initiatives. Nebraska's national service portfolio includes a diverse range of program and member skill sets, experiences and educational achievement. AmeriCorps members have varying plans and ambitions beyond their national service. The ServeNebraska Training Plan addresses individual needs beyond members' national service experience, promoting a lifetime of service and includes an emphasis on Civic Reflection.

ServeNebraska completes training and professional development needs assessment, with feedback received from AmeriCorps program leaders, host site supervisors and members. This assessment is done as part of a larger assessment of AmeriCorps members' and staff experience with AmeriCorps in Nebraska. Results of the needs assessment have been compiled in order to inform training priorities for each audience.

The Training Plan's approach is on **three audiences**: AmeriCorps, cross-streams of national service and outreach new audiences. To be more cost effective, training methodologies and formats will sponsor fewer but larger events the focus on national service while partnership when possible with for mission related activities.

Signature Events

Three signature events will target our AmeriCorps members and program staff.

- Staff Launch (August) – an annual all day training for AmeriCorps program and financial staff to introduce new and review current rules, processes and procedures to operate their federally funded grant programs through ServeNebraska; held 1-2 weeks prior to the beginning of the new grant program year.
- Kick-off / Swearing-In Ceremony (October) – an annual all day AmeriCorps Kick-Off and Swearing-In Ceremony is an opportunity for AmeriCorps members from programs across the state to gather to celebrate the beginning of their service term. The focus of this event is member training - professional training sessions; in addition, providing an opportunity for all members to meet each other; learn about their respective programs; facilitate teamwork, instill and inspire civic reflection and learn the rules that govern their service;. The Governor or First Lady leads the members in their Service Pledge.
- Symposium (May) – an end-of-year group celebration of service and reflection. AmeriCorps and VISTA participants in Nebraska members are invited to reflect on service and create a lasting memento of the experience. Creative projects drive the symposium event, with the member participation benefiting an audience of their peers are inspired by their own service and the service of others. It's an opportunity for members and participants to submit projects and share those experiences with others.

Statewide Conference Partnering

The Commission replaced a single statewide conference with a collaborative partnership model will reach out each year to other agencies and organizations that sponsor statewide conferences aligned with ServeNebraska's mission to collaborate and partner in sponsoring a conference thus reaching new audiences and benefiting from shared resources.

Cross-Stream Training

Training outreach to other national service streams (Senior Corps) is important to the commission. The commission actively seeks opportunities and partnerships to utilize long distance learning for statewide cross-stream reach. Looking ahead, our focus is to develop an online learning library for these national service staff and others that incorporates a variety of audiences and multiple learning methods with instructional opportunities archives to be accessed 24/7.